Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Policy and Workplace Information,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Labour Policy and Workplace Information offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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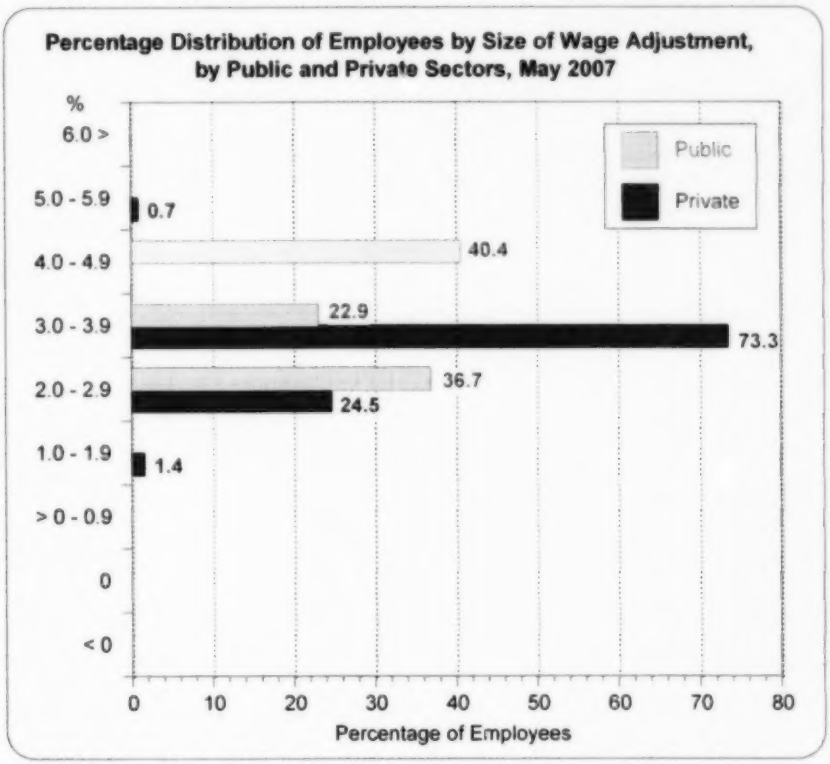
Wage Settlements
Covering 500 or More Employees

May 2007

Major collective bargaining settlements reached in May 2007 provided base rate wage adjustments averaging 3.4% annually over the term of the contracts. These results are based on a review of 36 settlements with a coverage of 100,330 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 3.0%, a smaller average than in their current settlements. Contract duration in May 2007 averaged 35.4 months, compared to 36.6 months in the previous round of settlements.

In May, wage adjustments in the public sector averaged 3.4% for 19,740 employees in 17 agreements. Private-sector wage adjustments also averaged 3.4% for 80,590 employees in 19 agreements. The dominant contract in the private sector was a Quebec residential construction agreement, providing 45,320 employees (accounting for 56% of the month's total private-sector employee coverage) with wage increases averaging 3.8%. Excluding this construction contract, the



remaining 18 private-sector agreements received wage adjustments averaging 2.9%. The aggregate figure for both public and private sectors would drop from 3.4 to 3.1%.

On an industry basis, wage adjustments ranged from a low of 2.2% in the manufacturing sector to a high of 4.0% in the utilities sector; the largest concentration of employees was in construction with wage adjustments averaging 3.5%. On a jurisdiction basis, wage adjustments ranged from 2.5% in British Columbia to 4.4% in Alberta; the largest concentration of employees was in Quebec, where wage adjustments averaged 3.8%.

Approximately 63% of employees covered in May settlements received increases in the 3.0 to 3.9% range (due in large part to the Quebec construction settlement), and approximately 27% of employees received increases in the 2.0 to 2.9% range. Approximately 1.0% of employees received wage adjustments below 2.0% and 8.6% of employees received 4.0% or above.

Wage adjustments in the first 5 months of 2007 (January through May) averaged 3.0% for 468,085 employees in 122 major settlements.

Average Annual Percentage Wage Adjustments by Month

	2007		
	March	**April**	**May**
Sectors			
Public Sector	3.2	2.7	3.4
Private Sector	2.5	2.9	3.4
All Industries/Jurisdictions			
Average Annual Adjustment	3.1	2.8	3.4
Non-COLA	3.1	2.9	3.4
COLA	1.2	2.6	2.2
First-Year Adjustment	2.9	4.5	3.5
Non-COLA	3.0	5.0	3.5
COLA	0.7	2.5	1.7

	2007		
	March	April	May
Industries			
Primary Industries	-	3.1	-
Utilities	-	-	4.0
Construction	2.9	3.0	3.5
Manufacturing	0.5	2.8	2.2
Wholesale and Retail Trade	-	-	3.1
Transportation	-	2.6	3.0
Information and Culture	1.6	2.6	-
Finance and Professional Services	2.0	3.6	-
Education, Health and Social Services	3.0	2.8	3.2
Public Administration	4.0	2.9	3.0
Jurisdictions			
Newfoundland and Labrador	-	3.1	-
Prince Edward Island	-	-	2.8
Nova Scotia	0.0	4.2	2.9
New Brunswick	2.8	2.0	-
Quebec	2.0	3.0	3.8
Ontario	2.9	2.9	2.9
Manitoba	-	2.9	-
Saskatchewan	4.0	-	4.3
Alberta	3.3	4.0	4.4
British Columbia	2.1	3.0	2.5
Territories	-	-	3.0
Multiprovince	6.6	-	-
Federal Jurisdiction	1.6	2.5	3.0

Average Annual Percentage Wage Adjustments by Quarter

	2006			2007
	2nd	3rd	4th	1st
Sectors				
Public Sector	2.8	2.7	2.9	3.3
Private Sector	2.2	2.5	1.4	2.6
All Industries/Jurisdictions				
Average Annual Adjustment	2.7	2.6	2.1	3.1
Non-COLA	2.7	2.6	2.1	3.1
COLA	2.2	2.5	2.6	2.0
First-Year Adjustment	2.9	2.2	2.2	2.8
Non-COLA	2.9	2.2	2.2	2.9
COLA	2.5	2.5	2.8	1.8
Industries				
Primary Industries	2.7	-	3.0	3.1
Utilities	1.9	2.6	3.6	3.1
Construction	3.8	3.5	3.5	2.9
Manufacturing	1.8	2.4	2.2	0.7
Wholesale and Retail Trade	2.1	-	1.1	1.4
Transportation	2.8	2.0	2.9	3.2
Information and Culture	2.4	0.5	1.2	1.6
Finance and Professional Services	2.5	2.5	2.5	2.0
Education, Health and Social Services	2.8	2.6	2.9	3.1
Entertainment and Hospitality	3.1	2.9	2.8	2.6
Public Administration	3.0	2.8	2.8	4.0

	2006			2007
	2nd	3rd	4th	1st
Jurisdictions				
Newfoundland and Labrador	2.0	-	1.9	-
Prince Edward Island	2.8	2.9	2.1	2.9
Nova Scotia	3.1	3.3	2.9	1.8
New Brunswick	1.2	3.0	3.5	3.0
Quebec	1.8	1.7	2.7	2.9
Ontario	2.9	2.9	1.5	2.9
Manitoba	3.1	2.6	2.6	2.7
Saskatchewan	-	-	2.0	4.0
Alberta	3.4	3.5	3.8	3.5
British Columbia	2.6	2.8	3.4	2.3
Territories	3.1	-	-	-
Multiprovince	4.1	-	-	6.6
Federal Jurisdiction	2.6	2.2	2.2	2.8

Average Annual Percentage Wage Adjustments by Year

	2004	2005	2006	2007
Sectors				
Public Sector	1.4	2.2	2.6	3.1
Private Sector	2.3	2.4	2.1	3.0
All Industries/Jurisdictions				
Average Annual Adjustment	1.8	2.3	2.5	3.0
Non-COLA	1.7	2.2	2.5	3.1
COLA	2.9	2.5	2.5	2.5

	2004	2005	2006	2007
First-Year Adjustment	1.1	2.1	2.4	3.8
Non-COLA	0.9	2.1	2.4	4.0
COLA	2.7	2.8	2.6	2.4
Industries				
Primary Industries	2.9	2.3	2.7	3.1
Utilities	3.1	2.6	2.3	3.4
Construction	2.7	2.5	3.5	3.1
Manufacturing	2.4	2.4	2.0	1.7
Wholesale and Retail Trade	1.4	1.9	1.1	2.4
Transportation	0.6	2.9	2.1	2.6
Information and Culture	2.7	2.4	2.5	2.3
Finance and Professional Services	0.8	2.3	2.5	2.8
Education, Health and Social Services	0.8	2.1	2.5	3.1
Entertainment and Hospitality	2.7	1.9	2.9	2.6
Public Administration	2.5	2.4	2.8	3.6
Jurisdictions				
Newfoundland and Labrador	1.0	2.1	1.7	3.1
Prince Edward Island	2.4	2.5	2.7	2.8
Nova Scotia	4.7	3.2	3.1	2.7
New Brunswick	4.1	3.0	2.9	2.4
Quebec	2.5	1.6	1.8	3.2
Ontario	3.0	2.7	2.5	2.9
Manitoba	2.6	2.9	2.6	2.9
Saskatchewan	1.6	1.9	2.1	4.1
Alberta	3.1	3.0	3.4	3.9
British Columbia	-1.6	0.5	2.4	2.6

	2004	2005	2006	2007
Territories	3.0	3.0	3.1	3.0
Multiprovince	2.7	4.1	3.5	6.6
Federal Jurisdiction	1.6	2.6	2.3	2.6

Note: *Data for 2007 cover the months of January through May.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1987

Year	Public	Private	All
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2

Year	Public	Private	All
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.2	2.4	2.3
2006	2.6	2.1	2.5
2007	3.1	3.0	3.0

Note: *Data for 2007 cover the months of January through May.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for all sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 314kb).

Major Settlements Reached in May 2007

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
SaskPower province-wide, Saskatchewan International Brotherhood of Electrical Workers (AFL-CIO/CLC) utility workers; powerhouse employees	1,340	4.0	36.0	Dec 31, 2009
1 agreement	**1,340**	**4.0**	**36.0**	
Construction				
Association provinciale des constructeurs d'habitations du Québec province-wide, Quebec various unions construction employees	45,320	3.8	36.0	Apr 30, 2010
Construction Association of Thunder Bay Thunder Bay, Ontario; Kenora, Ontario; and Rainy River, Ontario United Brotherhood of Carpenters and Joiners of America (CtW/CLC) carpenters	570	2.9	36.0	Apr 30, 2010
Construction Labour Relations-Alberta Association province-wide, Alberta International Union of Operating Engineers (AFL-CIO/CLC) operating engineers	600	5.8	48.0	Apr 30, 2011
Greater Toronto Sewer and Watermain Contractors Association Toronto and other centres, Ontario International Union of Operating Engineers (AFL-CIO/CLC) heavy equipment operators	1,000	3.1	36.0	Apr 30, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Interior Systems Contractors Association of Ontario province-wide, Ontario United Brotherhood of Carpenters and Joiners of America (CtW/CLC) carpenters; drywall employees	2,000	3.3	36.0	Apr 30, 2010
Masonry Contractors' Association of Toronto Inc. province-wide, Ontario Bricklayers, Masons Independent Union of Canada (CLC); Laborers' International Union of North America (CtW) bricklayers	2,600	3.4	36.0	Apr 30, 2010
Mechanical Contractors Association Ontario province-wide, Ontario United Assn. of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC) plumbers and pipefitters	12,000	2.7	36.0	Apr 30, 2010
Ontario Concrete and Drain Contractors' Association Toronto, Ontario Laborers' International Union of North America (CtW); International Union of Operating Engineers (AFL-CIO/CLC) labourers	1,000	3.4	36.0	Apr 30, 2010
Ontario Formwork Association province-wide, Ontario International Union of Operating Engineers (AFL-CIO/CLC); Laborers' International Union of North America (CtW) heavy equipment operators	3,000	3.2	36.0	Apr 30, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Ontario Industrial Roofing Contractors' Association province-wide, Ontario Sheet Metal Workers' International Association (AFL-CIO/CLC) roofers	1,500	3.0	36.0	Apr 30, 2010
Ontario Refrigeration and Air Conditioning Contractors Association province-wide, Ontario United Assn. of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC) service and maintenance employees	2,200	2.8	36.0	Apr 30, 2010
Residential Low-Rise Form. Contractors Association. Metro.Toronto and Vicinity Toronto and other centres, Ontario Laborers' International Union of North America (CtW) labourers	1,500	3.1	36.0	Apr 30, 2010
12 agreements	**73,290**	**3.5**	**36.1**	
Manufacturing				
Alcan Inc. Kitimat, British Columbia; and Kemano, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) plant and maintenance employees	1,300	2.5*	60.0	Jul 23, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
H.J. Heinz Company of Canada Ltd. Leamington, Ontario United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	620	1.5*	48.0	Apr 30, 2011
2 agreements	**1,920**	**2.2**	**56.1**	
Wholesale and Retail Trade				
National Grocers Co. Ltd. province-wide, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) retail employees	520	1.5	36.0	Jan 31, 2010
Saskatchewan Liquor and Gaming Authority province-wide, Saskatchewan Saskatchewan Government and General Employees' Union (CLC) office employees; retail employees; warehouse employees	900	4.0	36.0	Mar 31, 2010
2 agreements	**1,420**	**3.1**	**36.0**	
Transportation				
Greyhound Canada Transportation Corp. system-wide, Multiprovince Amalgamated Transit Union (AFL-CIO/CLC) bus drivers, mechanics, terminal employees; owner operators	1,150	3.0	24.0	Dec 31, 2008
1 agreement	**1,150**	**3.0**	**24.0**	
Education, Health and Social Services				
Central Care Corporation Orillia and other centres, Ontario Service Employees International Union (CtW/CLC) nurses and support services employees	1,140	2.8	36.0	Apr 30, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Diversicare I Limited Partnership Toronto, Ontario; Mississauga, Ontario; and Streetsville, Ontario Service Employees International Union (CtW/CLC) nurses and support services employees	840	2.8	36.0	Apr 30, 2010
Dufferin-Peel Catholic District School Board Mississauga and area, Ontario Canadian Union of Public Employees (CLC) plant and maintenance employees	680	2.1	36.0	Sep 30, 2009
Extendicare (Canada) Inc., Nursing Homes Scarborough and other centres, Ontario Service Employees International Union (CtW/CLC) full-time nurses and support services employees	1,370	2.8	36.0	Apr 30, 2010
Extendicare (Canada) Inc., Nursing Homes Scarborough and other centres, Ontario Service Employees International Union (CtW/CLC) part-time nurses and support services employees	1,500	2.8	36.0	Apr 30, 2010
Government of Prince Edward Island province-wide, Prince Edward Island Prince Edward Island Teachers' Federation (Independent-natl.) elementary and secondary teachers	1,480	2.8	36.0	Jun 30, 2010
Grant MacEwan College Edmonton, Alberta Grant MacEwan College Faculty Association (Independent-local) professors	1,250	4.1	12.0	Jun 30, 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Grant MacEwan College Edmonton, Alberta MacEwan Staff Association (Independent-local) administrative and support employees	600	4.1	12.0	Jun 30, 2008
Halifax Regional School Board Halifax, Nova Scotia Canadian Union of Public Employees (CLC) educational services employees	750	2.9	36.0	Jul 31, 2009
Hamilton-Wentworth District School Board Hamilton, Ontario Canadian Office and Professional Employees Union (CLC) educational services employees	520	2.0	48.0	Aug 31, 2010
Izaak Walton Killam Health Centre Halifax, Nova Scotia Nova Scotia Government and General Employees Union (CLC) health and social care professional employees; laboratory technicians	600	2.9	36.0	Oct 31, 2009
Leisureworld Inc. Toronto, Ontario Service Employees International Union (CtW/CLC) nurses and support services employees	2,070	2.8	36.0	Apr 30, 2010
Northern Alberta Institute of Technology Edmonton, Alberta NAIT Academic Staff Association (Independent-local) lecturers; librarians	950	4.3	36.0	Jun 30, 2010
Southern Alberta Institute of Technology Calgary, Alberta SAIT Academic Faculty Association (Independent-local) lecturers; librarians; educational services employees	940	4.3	36.0	Jun 30, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Université Laval Québec, Quebec Syndicat des professeurs et professeures de l'Université Laval (Independent-local) professors	1,320	3.0	12.0	May 31, 2008
University of Saskatchewan Saskatoon, Saskatchewan University of Saskatchewan Faculty Association (Independent-local) professors; librarians	1,000	4.5	24.0	Jun 30, 2007
University of Saskatchewan Saskatoon, Saskatchewan University of Saskatchewan Faculty Association (Independent-local) professors; librarians	1,000	4.7	24.0	Jun 30, 2009
17 agreements	**18,010**	**3.2**	**30.8**	
Public Administration				
Government of Yukon territory-wide, Yukon Territory Public Service Alliance of Canada (CLC) all categories	3,200	3.0	36.0	Dec 31, 2009
1 agreement	**3,200**	**3.0**	**36.0**	
Agreements with COLA - 2 agreements	**1,920**	**2.2**	**56.1**	
Agreements without COLA - 34 agreements	**98,410**	**3.4**	**35.0**	
All Agreements - 36 agreements	**100,330**	**3.4**	**35.4**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Current and Upcoming Key Negotiations
Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	127,550	ARB/CO/ B/TENT	Apr 06–Aug 07
VIA Rail Canada	CAW-CANADA	3,260	CO	Dec 06
Government of Nunavut	PSAC	2,100	B	Sep 06
Go Transit (Ont.)	ATU	910	B	Jun 07
Private Sector				
Canadian Pacific Railway	Teamsters	6,700	CO/B/ TENT	Dec 06
British Columbia Maritime Employers Association	ILWU CANADA	3,700	B	Mar 07
Canadian National Railway	UTU	3,000	ARB	Dec 06
MTS Allstream Inc (Man.)	TEAM	1,050	CO	Feb 07
Provincial and Territorial Jurisdictions				
Public Sector				
Provincial Health Authorities of Alberta	Nurses	24,000	MED	Mar 07
Government of Alberta	AUPE	21,000	B	Aug 07
City of Montréal	Various unions	17,800	B	Dec 06
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	B	Jul 07
Government of Saskatchewan	Teachers	12,400	B	Aug 07

Employer	Union	Employees	Status*	Expiry Month
Capital District Health Authority	NSGEU	7,900	B/CO	Oct 06
Government of New Brunswick	CUPE	6,290	B	Jun 07
Société de transport de Montréal	CUPE/CSN	6,250	B	Jan 07
Government of Nova Scotia	NSGEU	5,800	TENT	Mar 07
City of Vancouver	CUPE	5,270	B/MED	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	B	Oct 06
Saskatchewan Association of Health Organizations	HSAS	2,700	CO	Mar 07
Government of Prince Edward Island	PEIUPSE	2,440	B	Mar 07
City of Québec	CUPE	1,410	B	Dec 06
Health Authorities of Prince Edward Island	CUPE	800	B	Mar 06– Mar 07
Private Sector				
Construction Industry in Alberta	Various unions	25,700	B/MED	Apr 07
Construction Industry in Ontario	Various unions	18,000	B/CO/ TENT	Apr 07
New Dominion Stores (Ont.)	CAW-CANADA	8,500	B	Jul 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	B	Mar 07
No Frills Franchise Stores (Ont.)	UFCW	6,300	CO	Jan 07
Boilermaker Construction Association of Canada	Boilermakers	4,600	TENT	Jun 07

Employer	Union	Employees	Status*	Expiry Month
Forest Industrial Relations Limited (B.C.)	Steelworkers	4,500	B	Jun 07
Algoma Steel Inc. (Ont.)	Steelworkers	3,000	B	Jul 07
Canadian Automatic Sprinkler Association	Plumbers	1,600	TENT	Apr 07
Greater Vancouver Hotel Employer's Association	UNITE HERE Canada	1,240	B	Jun 07
Nova Scotia Power Inc.	IBEW	900	B	Jul 07

*
- ARB Arbitration
- B Bargaining
- B/WS Bargaining after work stoppage
- CO Conciliation
- MED Mediation
- M/WS Mediation after work stoppage
- PAB Post-arbitration bargaining
- PCB Post-conciliation bargaining
- PMB Post-mediation bargaining
- TENT Tentative settlement
- WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Great Atlantic and Pacific Company of Canada Limited (Ont.)	UFCW	6,300	Jun 07
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	Jun 07
City of Québec	Various unions	2,610	Dec 06
National Research Council Canada	RCEA/PIPSC	2,600	Jun/Jul 07

Major Work Stoppages

Involving 500 or more employees from **June 22 to July 5, 2007.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Labourers Employer Bargaining Agency Province-wide, Ontario Labourers' International Union of North America 11,000 labourers	Not available	Jun 4/2007	Jun 25/2007
Community Living London, Middlesex Community Living, Elgin Association for Community Living and Community Living Chatham-Kent Southwestern, Ontario Ontario Public Service Employees Union 1,000 health and social care professional employees	Not available	Jun 23/2007	

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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PRIVACY STATEMENT